

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 2096 - HB 2199

February 16, 2022

SUMMARY OF BILL: Establishes a new discriminatory practice under the *Tennessee Human Rights Act*, making it a discriminatory practice for a person, or for two or more persons, to compel disclosure of a health record of an individual unless disclosure is required by federal law. Establishes that it is a discriminatory practice for an employer to compel disclosure of a health record by an employee unless disclosure is required by federal law.

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- It is assumed that the state and local governments do not currently require disclosure of a health record in hiring positions or other procedures.
- The addition of this discriminatory practice under the *Tennessee Human Rights Act* is not estimated to significantly increase the number of phone calls, online complaint submittals, or caseload processing on behalf of the Tennessee Human Rights Commission. Any additional complaints as a result of the proposed legislation are estimated to be handled within existing resources.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The proposed legislation will not result in any significant impact to commerce or jobs in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

/cd